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University of South Carolina

CERTIFICATION OF
TEACHERS
IN
SOUTH CAROLINA

BY
JOSEPH H. SHEALY

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CERTIFICATION OF TEACHERS IN SOUTH CAROLINA

By Joseph H. Shealy



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CERTIFICATION OF TEACHERS IN SOUTH CAROLINA.

Introduction.

It is the purpose of this treatise to give a comprehensive view of certification of teachers in South Carolina, so far as it relates to the early history of certification, kind and classes of certificates issued, basis for the different classes, advancement requirements and conditions for renewal. Information as complete as possible is given regarding the fundamental elements for certificates of all the states throughout the United States, and in order to present this in condensed form, tables have been made of the most representative and typical states, embracing the following features: the classes of certificates issued, by whom issued, the scope of the certificates, the length of validity, the renewal requirements and extension, experience requirements, scholarship requirements, recognition of professional work, reciprocal relations and such other special features as would be necessary to make a detailed comparison with the certification of teachers in South Carolina. The facts as given in the tables for each state include changes in regulations or legislation up to January 1921, and some states to 1922. The following facts are assumed as universally accepted: every teacher must be of good moral character; experience when required is assumed to be successful experience; a standard high school is one requiring four years of work beyond the elementary grades; standard normal schools require for entrance the completion of a four-year high school and offer two full years of work of college grade; a standard college is one which maintains a four-year course and requires for entrance graduation from a four-year high

school; accredited and approved schools and colleges are those that meet the requirements of the State Departments of Education. Certificates are arranged in the tables invariably the highest grade of certificates first, state certificates precede county certificates, and emergency certificates usually follow all other certificates.

In ranking the states of the United States, the Russell Sage Foundation Report gave South Carolina the unenviable distinction of being next to the bottom in the scale of illiteracy. A comparison of the recent qualifications for teachers in this State, and the requirements to be met to receive the necessary credentials for teaching in the public schools of South Carolina with the credentials required by other states, will show that South Carolina does not lag behind in setting up a proper standard for her teachers. However, for more than twenty-five years she adhered to one standard of certification. From one cause or another no change was made. The rules and regulations promulgated by the State Board of Education have been modified very little. Many attempts have been made to establish a progressive and professional system of certification of teachers heretofore, but opposition in the General Assembly to this movement was successful for many years. During the session of 1920 the law was enacted whereby the examining and issuing of certificates by county boards were abolished, and the authority for certification was vested in the State Board of Examiners operating under the rules and regulations promulgated by the State Board of Education.

HISTORICAL SKETCH.

(a) Early Legislation.

By an Act of the General Assembly of 1811, public schools were authorized throughout the State of South Carolina wherever necessity for them was judged legitimate by the school commissioners, and masters for said schools were appointed by these officers. By an Act of 1835 it was required that no teacher should be employed until he or she had been examined by the Board. This condition of an unorganized school system in South Carolina continued until 1868, when there was a temporary organization of the State Department of Education, and this provision required that the census of the school population be taken. This temporary organization continued until 1870, when the Legislature, by a statute established the State Department of Education with the head of this department designated as State Superintendent of Education and the power to examine and certificate teachers for the public schools was placed in his hands. Under this same Act a provision was made for the establishment of a County Board of Examiners. The school commissioner of each county was empowered to appoint two other members, the three making up the said Board. This Board had the authority to examine applicants for teaching in the respective county where examined, and these certificates were good for one year. This provision continued until 1879, when the State Board of Examiners was organized. This Board consisted of the State Superintendent of Education and four persons appointed by the Governor by and with the consent of the Senate, their term of office being two years. This Board did not remain in session all the year, but met upon the call of the chairman or the majority of the members, and con-

stituted an advisory body with whom the State Superintendent had the right to consult and also to act as arbiter in reviewing the decisions of the county boards. The decision of the State Board of Examiners was always final upon the matter at issue. This Board had the power to adopt rules and regulations for its own government, for the government of the free public schools, to prescribe a standard of proficiency before the State Board of Examiners, to adopt the course of study for the free public schools, and to grant or revoke teachers' certificates.

Applicants who presented evidence of good moral character were allowed to take the examination, and certificates, subject to renewal with or without further examination, were granted for a term of two years. The County Board of Examiners, as mentioned before, operated under the authority of the State Board of Examiners and examined teachers and granted certificates to teach in the respective counties for a term of one year. The subjects given on examination were: Orthography, Reading, Arithmetic, Geography, English Grammar, United States and South Carolina History, Constitution and Laws of the United States and of the State.

The above provision continued until the Constitution of 1895 when the State Board of Education, consisting of seven appointed members, with the Governor and State Superintendent as ex-officio members, was established. This Board had authority to prescribe and enforce rules for examination of teachers and to prescribe a standard of proficiency for the County Boards of Education. Under this Act graduates of accredited colleges were given certificates without examination, and the rules and regulations adopted by this Board gave the County Boards of Education the right to examine teachers for their respective counties on questions prepared by the State Board of Education, and to issue certificates to such applicants who made

the required average of 80% on the nine subjects, and not less than 50% on any one subject. This condition continued until 1920 without any material change.

(b) Qualification of Teachers.

When it was first required that teachers be licensed, the requirements consisted principally in furnishing evidence of good moral character and in proving by mental test that the applicant possessed a certain knowledge of the content of the elementary branches. The opportunity for securing a collegiate education was meager; therefore, little encouragement with regard to fitness and preparation was given to prospective teachers. The three "R's" were the principal subjects taught, and any one who could write a fairly legible hand, speak tolerably correct English, and cipher moderately well, was considered qualified for the position of a pedagog; but as the idea of the free public schools pervaded all parts of the State, more and more were the people convinced that a person who followed the profession of a teacher should have better preparation; therefore, better support was provided. More taxes were voted and the colleges became a mecca for aspiring young men and women where they might prepare themselves for the activities of life. Further restrictions were thrown around the position of a teacher and soon the public was demanding better preparation on the part of the teachers. The scope of the examination was broadened and concessions granted those who presented college credentials, until today over 35% of white teachers in South Carolina possess a collegiate education. It is required of those who follow the profession that they keep abreast with the modern methods and practices followed in the best colleges in the country.

From 1873 to 1920 there have been three classes of certificates; first grade, second grade and third grade. A first grade was issued to a successful applicant who

passed the mental test in certain branches taught in the common schools, also the college graduate who had spent four years in preparation for her life work was likewise given a first grade certificate; no distinction was made between the teacher who received a first grade certificate on examination and the college trained teacher. Therefore, the teacher certificated by examination oftentimes felt, and sometimes justly so, that she was as well qualified as the teacher who held a college degree; consequently, this attitude on the part of the certificating authority in the State gave little encouragement to a person to spend his or her time and money in college for four years in order to prepare himself or herself for this noble work.

CLASSIFICATION OF CERTIFICATES.

The State Board of Examiners for Teachers devised and presented to the State Board of Education, at its meeting in March 1921, seven general classes of certificates, which are as follows: Primary, General Elementary, High School, Academic, Professional, Special, and Emergency.

The Primary, General Elementary and High School certificates may be secured upon examination and twelve subjects are required, the content of which relates to the respective classes of certificates. The Primary and General Elementary certificates are issued in three grades: first, second, and third, and the High School certificate is issued only in first grade, following the regulations of the High School Inspector that all teachers in accredited High Schools shall hold valid first grade certificates. The general average for first grade certificates on examination, which is 85%, with not less than 60% on any one subject, is higher than that of most states. Examinations for the three classes of certificates are conducted at each county seat in the spring and fall. The questions for these examinations are prepared by the State Board of Examiners for Teachers, and at the conclusion of the examinations the papers are forwarded by the County Superintendents to the State Board of Examiners for gradation. The Academic certificate is given on an A. B. or B. S. degree from an accredited college. Professional certificates require, in addition to an A. B. or B. S. degree, the completion of twelve semester hours in Education secured either during the Academic course, or on professional credits at an accredited summer or normal school. The Special certificate is granted to a person who completes the Special course in an accredited institution, and the scope of the cer-

tificate is confined to this special subject upon which the certificate is granted. The Emergency certificate is given only in case where there is a worthy applicant who was not able, or for some other valid reason, did not qualify according to the prescribed regulations.

Through this classification of certification it is designed to give special emphasis to professional training and to encourage better collegiate preparation. An opportunity is given all applicants to prove their ability to teach in the public schools; recognition is given to the person of long and successful experience and the standard for the high school teacher has been raised. The teacher with the Academic certificate is encouraged to lengthen the term of her certificate through professional credits in Education.

The salary schedule is not based entirely upon the class of certificate which the teacher holds, except as to the grade; however, the demand for specially qualified teachers, in a measure, regulates the salary.

Upon the classification as now set forth, an efficient system of certification may be built. A higher standard is being set for the new recruits.

RENEWAL AND ADVANCEMENT REQUIREMENTS.

All classes of certificates, except the third grade, may be renewed and the following requirements are demanded:

“The renewal of any certificate of any class or any grade will be allowable only after the holder has presented satisfactory written evidence of successful classroom teaching experience covering half the term of the certificate, together with acceptable work in an approved summer school during at least one summer and also one year’s satisfactory reading circle work.”

Successful experience and professional training are especially emphasized. A second grade certificate under any class may be raised to a first grade, provided the average on any subject be raised in accordance with a first grade average by an examination on the delinquent subjects. An Academic certificate may be raised to a Professional certificate by submitting credits showing twelve semester hours in Education. Certificates of merit are granted to proficient teachers who have shown exceptional ability in their chosen field. This certificate is not given upon application.

The term of renewal of any certificate is the same as that of the original certificate. No provision has yet been made for a substitution of professional credits for examination units.

Summer schools are provided for both colored and white teachers and a single system is adhered to for both races. The life certificate is granted in any grade upon presentation of evidence that the applicant has formerly held or does now hold a valid certificate, but the life certificate has no greater scope than the original certificate issued. This class of certificate is issued in recognition of faithful service rather than professional attainments.

COMPARISONS.

Upon examination of the certification program for South Carolina it is found that the system is very simple. Red tape in issuing certificates has been reduced to a minimum. The division of the certificates makes it easy to determine the true status of any particular certificate. Many other states have practically the same division with a class under each division.

Many states require graduation from a high school before an applicant is allowed to take the examination. This feature is not specifically stated in the requirement in South Carolina, but in spirit it is adhered to from the fact that nearly all of the accredited colleges are placing the entrance requirement on the basis of at least fifteen units.

The few classes of certificates offered reduce the expense of issuing certificates.

South Carolina has no provisional certificates, but, like other states, provides for the Emergency certificate. The length of service for the life certificate is longer than in most states, ten years of active service being required. The subjects for certificates by examination embrace practically all of those offered by states of wider experience and development.

The South Carolina Board is not hampered in its activities by regulations passed by the General Assembly. The State Board of Education, upon the advice and recommendation of the State Board of Examiners, formulates rules for the certification of teachers. The certificating authority in South Carolina is centralized and no certificate is issued except by the State Board of Examiners. The authority of the State Board of Education, vested in the State Board of Examiners, is statewide in its scope.

The renewal requirements for certificates in South Carolina are similar to those of other States. Particularly does she emphasize professional preparation.

No provision is made through direct notification to warn applicants against unfair action when taking the examination. Each examination is safeguarded through the integrity of those who hold the examination, and whenever there is evidence of giving or receiving information on examinations, the case is held for investigation.

No charge is made for any class of certificate issued by the State Board of Examiners. It is customary in more than thirty states to require fees ranging from 50c. to \$10 for certificates granted.

No applicant who is under eighteen years of age is allowed to take the examination nor be granted a certificate.

The State of South Carolina will grant to teachers of other states equal recognition and consideration given to South Carolina teachers where a valid State certificate is presented.

The certificate granted these out of state teachers will be, as nearly as possible, the equivalent of that from the state issuing the original certificate; provided, recognition is given in return to teachers of South Carolina. However, a life certificate is not granted to any teacher except to those who present a certificate and recommendations of having taught successfully in South Carolina for at least ten years.

(See table for comparison of certification regulations in South Carolina.)

**DIGEST OF THE LAWS OF THE STATES
INCLUDING A RESUME, CLASSES, SCOPE
OF THE CERTIFICATES GRANTED AND
SPECIAL FEATURES OF EACH.**

ALABAMA.

(See table.)

The State of Alabama has five classes of certificates. This number is much smaller than that of the other states of her size and scope. All school officers such as county superintendents, city superintendents, and supervisors, must hold valid certificates, and such certificates may be issued upon graduation from an accredited school, or equivalent education, and upon having completed one year of graduate work in Education or its equivalent, approved by the State Board of Education; provided, satisfactory evidence of successful teaching in an administrative or supervisory capacity has been presented. The holders of these certificates must be members of both the State and National Association for the entire time of the life of the certificate, and must be in attendance upon the annual convention for at least four years.

Professional work is recognized and encouraged in extending and renewing certificates, but no provision is made for raising the grade of the certificate to that of a higher class, and all certificates, except those issued by examination, are classified according to professional work done. Alabama's life certificate is secured upon examination with the proviso that the holder, during each five-year period following the date of issuance, must show some satisfactory reading circle work or approved summer school course, and this certificate entitles the holder to teach only in the Elementary and Junior high schools.

The Professional certificates are granted upon the basis of college graduation, showing a minimum of eighteen hours of professional study in Educational Psychology, Principles of Teaching, and History of Education. It is required of all applicants for certificates other than those on examination that they present evidence of having completed four years of standard high school work.

The per cent average for certificates by examination is rather low, and the grades of certificates are given upon the basis of subjects taken rather than the per cent average obtained. Strict requirements are set forth for taking the examination and all examiners are requested to look with disfavor on signs of any unfair work.

Recognition is given by the State Department of Education to the holders of any valid certificate from without this state who wish to teach in the public schools of Alabama, provided, the license or certificate shall have been issued originally in consideration of qualifications at least equal to those required for a certificate of the same grade in Alabama, said certificate must be validated by the State Department of Education.

Fees are charged for all certificates issued.

KENTUCKY.

(See table.)

The certificating authorities in Kentucky are the State Board of Education and the State Board of Examiners, and certificates are issued by these departments upon recommendations of County Boards of Examiners and institutions of higher learning. The classification of certificates is simple, but the requirements adequate. After July 1st, 1922, professional training will be necessary for the lowest class of certificates and the professional requirements will be increased up to the standard where graduation from a four-year high school or

its equivalent will be required. Professional qualifications are required for both superintendents, county as well as state, and supervisors, and no person will be entitled to hold these positions who does not possess a certificate in scholarship, administration and supervision. Life certificates are granted to teachers of twenty years' experience, provided, no such certificate will be issued of a lower class than the first class. Kentucky makes no provision for the raising of any class of certificates to that of a higher. The length of validity of the high class of certificates is contingent upon the completion of professional courses or graduation from a normal school. All of her certificates are statewide in their scope. An earnest effort is being made to eliminate certificates of second grade and encouragement is given to better professional training. Her certificates are renewed upon satisfactory evidence of successful experience, provided, there is not a lapse of two years of inactive service.

Examinations are held for elementary, high school, and state certificates. All applicants who take the examination for any class of certificate of first grade must make an average of 85% with not less than 70% on any one subject, and a recommendation from the county superintendent as to moral character and fitness of the applicant must be forwarded to the State Board of Examiners with a request that the certificate be granted before the State Board will issue the certificate. The county Boards of Examiners are instructed to see that the examinations are conducted in a proper manner, and if any applicant shows a disposition to give or secure information unjustly, this fact must be disclosed to the State Board of Examiners and should the county superintendent or examiner fail to make this known he will be guilty of a misdemeanor. Examinations are held at the county seats for the elementary certificates three times a year.

The State Board of Education has the power to recognize and validate certificates of teachers from other states which are of the same class as those issued by the State of Kentucky.

Fees from \$1 to \$3 are charged for all certificates.

LOUISIANA.

(See table.)

The certification law of Louisiana is administered by the Superintendent of Public Instruction, assisted by the Board of Examiners. The classes of certificate are state-wide in their scope, ranging from one to five years in term. All high school and first grade certificates are based upon baccalaureate degrees and the subjects for examination are based upon the first grade certificates with option in two or more subjects for the second and third grade certificates. After 1925 professional work and reading circle credits will be required for the renewal of certificates, and the first grade certificate may be advanced to a high school through completion of professional courses. Louisiana does not give an examination solely for high school certificates, but this examination is confined to the subject which the teacher expects to teach.

The per cent average for the examination appears rather low, seventy-five per cent average being required with not less than fifty on any subject.

A separate examination is given for negroes, the per cent average for those certificates are higher in proportion than the others; for instance, a negro may take an examination on third grade subjects and by making an average of seventy-five per cent with not less than fifty on any subject, will be given a second grade certificate.

Third grade certificates are given for one year only. No provision is made for life certificates.

First grade and life certificates from other states are given recognition by the State of Louisiana.

Per cent credits are given for more normal work.

Louisiana charges fees for her certificates ranging from \$1 to \$5, and any person who makes application for a certificate must enclose the required fee.

NEW YORK.

The certification system of New York is somewhat complex; however, there are many good features which commend this system to careful consideration by other states. The President of the University and the Board of Regents control the basis for the different classes of certificates. No teacher is allowed to enter into contract with school officials without proper certificate, and this certificate must be recorded by the superintendent under whose jurisdiction she is to teach. The minimum requirements for any certificate is the completion of a high school course or its equivalent, approved by the President of the University, together with a course in professional training. The recommendations as to general fitness for the professional teacher must be presented and no graduates are exempt from examination in matter relating to methods in teaching, except those holding a professional certificate. Certificates are issued to district superintendents as well as schoolroom teachers. Professional work is required for renewal of certificates. Examinations for different certificates are held twice a year and generally one week is given to each examination. New York does not accept credentials from other states. No fees are charged. For complete review of certificates, etc., see tables.

NORTH CAROLINA.

(See table.)

The Educational Survey, which was made in North Carolina in 1919, the report made by the committee and

the recommendations by the General Education Board which handled the survey, gave an impetus to the educational development. Teacher training was given particular attention and the recommendations made concerning this part of the educational work of the state led to greater professional preparation. Provision was made whereby the teacher would be encouraged to better prepare herself for the great work of training children.

The certification plan adopted by the 1920 General Assembly is very comprehensive and progressive. However, it is somewhat complex. Considerable red tape is still prevalent, and an examination of the classes of certificates which are issued will reveal a greater division than the scholarship requirement demands. One of the admirable features in the North Carolina system, is the encouragement given to teachers to do professional work, whereby greater efficiency may be rendered and the teachers paid for the extra effort. The schedule of salaries is based on the class of certificate which the teacher holds. The basis for the majority of certificates are academic and professional credits. Only two classes of certificates may be secured by examination. Successful teaching experience is recognized by being substituted for some of the academic credits. Summer schools have grown rapidly both in number and efficiency since the revision of the certification plan.

Advanced work is rewarded by giving extra credit to the applicant who holds the Master's degree by extending the length of validity of said certificates. Experience is required of all applicants for the superintendent's, assistant superintendent's, principal's, and supervisor's certificate; and such certificates as are obtained on the basis of training must be countersigned by the county superintendent before they become valid.

All classes of certificates, except the elementary, professional, and temporary, may be made valid for life

through professional study and summer school courses; teaching experience alone will not grant a life certificate.

An "A" college is a college requiring for admission graduation from a standard high school and requires for graduation approximately one hundred and twenty semester hours, and part of these must be devoted to professional units. The raising of certificates to a higher class depends solely upon summer school or college work. Quite an extensive schedule for the raising of teachers' certificates has been provided; however, only class "A" certificates may be raised, and if the teacher fails to do the required reading circle work outlined by the superintendent of the particular school, this failure will operate against raising the value of the teacher's certificate. By this method of raising certificates the number of state examinations has been materially reduced.

Examinations are held only for an elementary or high school teacher's certificates, and these examinations are conducted three times a year at each county seat. Certificates are issued by classes instead of grades, and entitle the holder to teach only as indicated on the face of the certificate. Academic credits can be secured this way.

The new renewal requirements promulgated upon the revision of the rules and regulations must be met by all classes of outstanding certificates. The State Department of Education of North Carolina recognizes certificates issued by the State Department of Education in the other states and equivalent recognition is given to state certificates which have a basis equivalent to that required by the State Board of North Carolina. North Carolina has no separate provision for her colored teachers, nor does she charge a fee for her certificates.

TEXAS.

(See table.)

The State of Texas has a very extensive and highly developed school system, but her plan and scope of certification is very simple. Two general classes of certificates are issued—Temporary and Permanent. Temporary certificates are of two classes—First and Second grade. Permanent Certificates are statewide. The State Permanent certificates are First Grade Permanent certificate and State Permanent Primary certificate. Only state certificates can be built upon for a higher class. Professional work is the principal basis for securing higher credits.

Provision is made through summer normals, conducted throughout the different sections of the state, for the purpose of training teachers, not only for improvement in scholarship, but for broadening and developing professional ideals. This summer normal continues for a term of not less than eight weeks.

Examinations for county certificates are given at each county seat during each month except January, February and March. No applicant is admitted to the examination who has not first made application to the county superintendent, stating the class of certificate desired, and this application must be accompanied by the recommendation as to moral character and fitness to teach. After investigation, a permit is given recommending that the county board admit the applicant. No teacher is permitted to take the examination except in the county in which she resides, unless special permission be given to do otherwise. An average of 75% and a minimum of 50% secures a second grade certificate for a four-year term, 85% average and a minimum of 50% grants a certificate for a six-year term. Permanent certificates require 85% average with a minimum of 50%. In addition to all subjects of the common school branches, examination is given on the subjects relating to the special class of certificates together

with professional studies. Precautions are taken to secure fair tests on the examinations.

Teaching experience is recognized for Life certificates or Permanent certificates after fifteen years of consecutive service to one who has been a holder of a first grade certificate.

Texas grants the same consideration to the teachers of other states as those given to teachers of her own state, provided, that the credentials presented measure up to the standard required by the Texas authorities and are properly vouched for by the State Departments of Education or official statements from the college where the courses were completed. Special certificates are issued upon subjects mentioned in the law.

Fees are charged for all certificates in the State of Texas.

WASHINGTON.

(See table.)

The plan of certification for this state is simple, but there is no centralized authority for issuing certificates. The Superintendent of Public Instruction, the School Board of a city which employs one hundred or more teachers, an institution of higher learning, and the County Superintendent, may issue certificates. Under this plan it appears that it would be a difficult matter to build up a progressive system, although supreme authority would be vested in the Superintendent of Public Instruction. There is no centralized board for administering the law.

Washington does not have an extensive division of certificates, and the lowest class of certificates requires graduation from a four-year high school, together with professional training.

The per cent average on the examination for a second grade certificate is 85%, and the minimum 75%. Special attention is given to professional work on the

renewal of certificates and advancement requirements.

The life certificate is given for forty-five months of successful teaching, twenty-five of which must have been in the State of Washington. No life certificate is given without twelve semester hours in professional study at an accredited college or university. These certificates may be secured, however, by examination.

Recognition is given to teachers of those states which accept Washington's papers. The examination credits, however, must be at least 90% or over, and graded by a State Department of Education, together with an examination on the Washington State Manual.

Fees are charged for all certificates issued, and proper regulations are made to safeguard the applicants against giving, or receiving information unlawfully.

Condensed information is given regarding the states for which no tables are preferred calling attention to the following facts:

- Contracts
 - Certificating authority
 - Classes of certificates
 - Minimum requirements
 - Recognition of professional work
 - Life certificates
 - Renewal requirements
 - Special features
 - Examinations
 - Fees
 - Reciprocal relations.
-

ARIZONA—1921.

Arizona has made preparation looking toward raising the standard of certificates, as all applicants who take the examination after 1925 must show graduation from a four-year high school with thirty semester hours

in an approved course adopted by the State Board of Education, ten hours of which shall be in professional subjects.

Certificates are issued by the State Board of Education and are issued by examination and on credentials. However, no certificates on credentials are granted from a two-year training course from an accredited college, nor is any certificate issued lower than a first grade. Certificates granted are: Early Elementary, Elementary Secondary, Specific, Trial Certificates on examination, and Life. Life Certificates are granted only to teachers with twelve years' experience and who are graduates of normal schools or colleges, and the validity of the certificate is conditioned upon continuous teaching. Certificates are renewed upon professional work during the life of the certificate. No fees are charged for certificates and consideration is given credentials from other states.

ARKANSAS—1921.

The certificating authority is vested in the State Board of Education and the County Superintendent of Education. Certificates granted are: Professional Life, State Life Certificates, Diplomas from State Normal schools, L. I. degrees from State University, Diplomas from normal training departments, and State High School Certificates by examination—first, second and third grade. Examinations on the number of subjects, as well as the per cent, determine the grade of certificates.

Renewals are conditioned on professional work and successful experience. The law requires teachers to attend institutes and unless a valid reason is given for not doing so, certificates become void.

Fees for certificates range from \$1.00 to \$10.00. Reciprocal relations are maintained.

CALIFORNIA—1922.

The certificating authority is vested in the State Board of Education, endorsed by the Commissioners, and County Board of Education upon recommendation of the State Board and Superintendent.

Completion of a four-year course in high school is the minimum required of all applicants who take the examination, and all teachers are required to attend county institutes. Institutes are also held for county superintendents, and it is the duty of one trustee to attend an institute in his district each year.

Certificates issued are: High School, Junior High School, Elementary Certificates on credentials, Elementary Certificates by examination, Special Kindergarten, Supervisor of Attendance, Health and Development Certificates. Life Certificates are issued by the State Board upon examination by the County Board.

California provides for a teachers' retirement fund after a teacher has taught for thirty years. This fund provides for a minimum of \$500 per year.

Examinations are held two times a year and three to five days are given to these examinations.

A fee of \$2.00 is required for a certificate. No provision is made for reciprocal relations.

COLORADO—1922.

Certificates are issued by the State Board of Examiners, State Board of Education, County and City Superintendents. The classes of certificates are as follows: State Certificate, Temporary, Non-renewal, and Life. The basic requirement for any state certificate is graduation from a four-year course of standard college work with twenty semester hours in education. Examinations are held three times a year during three days. No fees are charged for certificates. Successful experience is required for renewals. No recognition is given to certificates from other states, but credentials

when presented, will be given consideration if they meet the requirements for Colorado. An Employment Bureau is maintained for the teachers of the state and a salary schedule is provided.

CONNECTICUT—1922.

All teachers must hold certificates before making contracts, and all applicants for certificates must be eighteen years old and must present physician's certificate as to health and testimonials as to moral character and fitness. The certificating authority is vested in different departments; such as State Board of Education and Town Board of Examiners.

Classes of certificates are: Normal—limited and permanent, Elementary—limited and permanent, Secondary—limited and permanent, Qualifying Academic, Supervisor's, Special—limited and permanent, and Temporary certificates. Graduation from an accredited high school with summer school work is required as a minimum and continuous preparation is rigidly demanded from all who continue in the profession. Connecticut pays special attention to non-English speaking classes. Examinations are held twice a year and three days are given to each. Reciprocal relations are extended to teachers from other states. No fees are charged for certificates.

DELAWARE—1921.

All applicants for position of teacher must present certificates together with health certificates, and must be twenty years of age before signing contracts. The State Board of Education issues certificates. The minimum requirement for regular certificates is not less than the completion of the three-year high school course. The classes of certificates somewhat extensive,

are as follows: Superintendent's, Elementary School, Supervisor's, Special Supervisor's, High School Principal's, High School Teacher's, High School Teacher's Special, Elementary Principal's, Elementary Teacher's—first, second and third grade, and Provisional Elementary. Advancement conditions are provided through professional work. Renewals are based upon successful experience and professional spirit. Examinations are given only for Elementary Third Grade Certificates. These are held twice a year and on two days. No reciprocal relations are provided for.

FLORIDA—1919.

All teachers are required to have valid certificates before making contracts. The State Superintendent, upon recommendation of the State Board of Examiners, issues the following certificates: Temporary, First, Second and Third Grade Primary, Special, Life by examination, First Grade Graduate, Special Graduate, Life Graduate, and State Graduate.

No certificate is renewed. Examinations are required for all certificates except graduate certificates, and these are held at different intervals throughout the state, one in each county during the year. Certificates granted must cover subjects taught. Fees for certificates range from \$1.00 to \$5.00. Temporary certificates are given applicants from other states until they can qualify by examination.

GEORGIA—1921.

The certificating authority in Georgia is vested in the State Superintendent, County Superintendent and County Board. Certificates granted are: Professional Normal, Professional Collegiate, Temporary Professional, Normal, High School—first, second and third

grade, Temporary, Primary—first, second and third grade, and Elementary—first, second and third grade.

All certificates above the first grade may be renewed by successful teaching experience and professional work. No second and third grade certificates may be renewed. Teachers' training classes are provided in high schools. State examinations are held at the conclusion of summer schools. No fees are accepted for certificates. Reciprocal relations are maintained with an examination for foreign teachers in history and geography of Georgia.

IDAHO—1921.

Certificates, together with health certificates, are demanded from all applicants before beginning to teach, and only citizens of the United States can teach in the public schools. Examination in school law and state civics is required of all applicants for certificates.

The State Board of Education, the University of Idaho, State Normal and the State Technical Institute issue certificates. Classes of certificates are: County—first, second and third grade, and Temporary; State—Elementary, Elementary Life, High School Life and Special.

All applicants who take the examination for third grade certificate must show graduation from an accredited high school or its equivalent before they are eligible. Professional training is required of all applicants, and if a life certificate is not used for five years, it becomes void. Only one day is given to examination twice a year.

Fees for certificates range from \$1.00 to \$10.00. No provision is made for reciprocal relations.

ILLINOIS—1919.

Certificates are required before contracts are signed. The Superintendent of Public Instruction and the county superintendent are the certificating authority. The classes of certificates are: Life, Four-year Elementary, Four-year High School, Four-year Supervisor's, First Grade Elementary, Second Grade Elementary, High School Supervisor's, Kindergarten, Primary, Special and Emergency. The minimum preparation requires graduation from a two-year accredited high school or equivalent. Life Certificates are issued only upon Four-year State Certificates. Successful experience and professional work are required for renewal. Examinations are given when required. No emergency certificate is issued twice to the same person. A fee of \$1.00 is charged for a certificate and renewal. Recognition is granted to credentials from other states similar to those of Illinois.

INDIANA—1921.

Applicants for positions in Indiana must present proper license and the county superintendents are required to hold state certificates.

The State Board of Education, the State Superintendent of Education and County Superintendent issue certificates. Completion of a four-year high school course is required for the Professional Certificate and professional training is required for all certificates. The following certificates are issued: Elementary, Primary, High School, Special Subject, Professional Life, Exemption License, and Professional Permit License.

Examinations are given twice a year and papers are graded at the State Department of Education. Reciprocal relations are maintained with other states.

IOWA.

Certificates are issued by the Board of Examiners and Superintendent of Education. The following cer-

tificates are issued: County Certificates by examination—First, Second and Third Grade; Special; Provisional; State by examination—First and Second Grade, and Primary; State Certificates on credentials—First and Second grade; Preliminary on credentials—Third Grade; High School Normal Training Certificate.

Certificates may be advanced by examination. Successful experience and professional work are required during each year of the life of the certificate. Certificates of first and second grade may be made Life by successful and professional study during the five-year period. Examinations are held four times a year during three days. Fees from \$1.00 to \$5.00 are charged for certificates. Consideration is given teachers from other states towards a certificate in Iowa.

KANSAS—1919.

The certificating authority is vested in the State Board of Education and the Kansas State Normal School. Certificates are of the following classes: Life Diploma, Life Certificate, Three-year Renewable for Life, Three-year Renewable for Three-year Periods, Permanent Three-year Elementary, Permanent Elementary, Special, Temporary, High School, Normal Training Teacher's Certificates; and Normal Institute Certificate.

The minimum requirement for a certificate is graduation from a four-year high school. Professional work is required for a Life Certificate, and there must be continuous teaching to keep this certificate in force, and a three-year lapse invalidates it. Certificates are renewed upon successful experience and professional work. Examinations are held twice a year from two to six days. Certificates become void upon violation of contracts with school authorities. A fee of \$1.00 is charged for all certificates. Reciprocal recognition is given credentials from other states.

MAINE—1920.

The State Superintendent issues the following classes of certificates: Permanent Elementary; Permanent Professional Elementary; Secondary—Permanent and Professional; Probationary—Professional, Elementary, and Secondary; Special. The local superintendent issues temporary certificates. The minimum requirement for the Elementary certificate is completion of a course in high school; for the high school certificate, completion of a secondary course or its equivalent.

Certificates may be built up through professional work and successful experience is required for the renewal of certificates. Consideration is given to teachers from other states where the Maine requirements are met.

MARYLAND—1921.

The State Superintendent of Education issues certificates which are of the following classes: Certificates of Administration and Supervision, Elementary School Supervisor, Special Supervisor, High School Principal, High School Teacher, High School Special, Junior High School Teacher, Elementary Principal, Elementary—first, second and third grade, and Provisional. Graduation from an accredited high school is required for all certificates above the Elementary. Certificates are renewed upon successful experience and professional spirit. County Superintendents must have certificates, and no second or third grade certificates are issued to any person the second time. No fees are charged for certificates and recognition of credentials from other states is given for certificates in Maryland.

MASSACHUSETTS—1922.

The requirements for certificates in Massachusetts are the simplest in form, but preparation for same is

very high, however, only teachers of state aided high schools are required to have state certificates, and most of these are issued on college degrees. The State Department of Education issues certificates which are as follows: Term certificates, Permanent, Special and Permit. The term certificate requires the Bachelor's degree and two years of experience in teaching, or thirty hours of professional work in summer school. The life certificate is given after five years of successful experience and six hours in educational courses.

On account of the high grade of preparation required for grade certificates, renewal requirements are not strict. No fees are required for certificates nor does Massachusetts recognize credentials from other states.

MICHIGAN—1921.

The certificating authority is vested in the County Board of Education, the Regents of the University, State Board of Agriculture, Superintendent of Public Instruction, Normal Board, Superintendent of City Schools, and Boards of Education in City Districts. Classes of certificates issued are: Life—State, College, Normal and Endorsed Certificates; Limited—College, Graded and Rural, Special Subject, County Normal, City—first, second, and third grade, Transferred certificates, and Special certificates.

After 1925 the holder of any certificate must have completed a four-year high school course and one-year of professional training, and after this date no examination for certificates will be given. The grades of certificates will depend upon the years of professional training. Professional work has been required by statute since 1915. Provision is made for advanced standing after 1925. At present examinations are given during three days. No fees are required for certificates.

MINNESOTA—1922.

Certificates are required before contracts are made. Certificates are issued by the University of Minnesota, State Superintendent of Education and County Boards of Education, and are as follows: First and Second Grade Professional, First and Second Grade Life, Professional, Limited, Limited Second Grade, and Special.

Successful teaching experience and professional progress are required for the renewal of certificates. Professional ability is required of all candidates for certificates by examination. Fees range from \$1.00 to \$5.00. Reciprocal relations are maintained with states which have State Boards of Examiners.

MISSISSIPPI—1922.

All teachers who sign contracts must have valid certificates. The State Board of Examiners and County Board of Examiners issue certificates which are as follows: Professional, State, First Grade, County certificates by examination—First, Second, Third Grade; Special.

Examinations are held twice a year for two days during the first four weeks of September and April, respectively. Summer school work is required for renewal of certificates at each successive renewal period and professional work is emphasized.

An institute for teachers is held at each county seat during the year and outlines for these institutes are prepared by the State Board of Education. No professional certificate is granted to an applicant who does not obligate to teach three years in this state, two of which shall be in the rural schools. No certificate is granted on examination for a longer period than one year except where the applicant has as much as six months' experience. A principal of a two-teacher school must hold not less than a second grade certificate, and a principal of a three-teacher school must

hold a first grade certificate. All aspirants to the office of County Superintendent of Education must hold first grade certificates and pass a satisfactory examination in the art of teaching.

Provision is made by statute to safeguard holding of examinations. Separate examinations are held for white and colored applicants.

Recognition is given to teachers from other states where the qualifications are at least equivalent to those required by Mississippi.

Fees ranging from 50c. to \$5.00 are required for certificates.

MISSOURI—1921.

Missouri requires a State certificate, together with recommendations of teaching ability, before a position can be accepted. The certificating authority is vested in the State Department of Education, State University and State Teachers' College. Classes of certificates issued are: Rural State Certificate, Teacher Training Certificate, Special One-year Certificate, Five-year Certificate, Junior College Certificate, Senior College Certificate, and Life Certificate. Life Certificates require examination in five professional subjects not used before. Examinations are held three times a year and two days are given to each examination. No fees are required for certificates and no reciprocal relations are maintained with other states, but consideration will be given credentials of teachers from other states when such are accompanied by a transcript of basis upon which certificate was issued.

All applicants who take the examination must present evidence of having completed four years of high school work or its equivalent. Eight months' experience is required before certain certificates can be issued. Professional preparation is required for the lowest class of certificates issued. Summer school work is recognized toward certificates in lieu of examination.

Renewal of five-year certificates require examination in three subjects not already credited on former certificates of applicants.

MONTANA—1921.

Certificates are necessary before contracts can be signed. The State Board of Education and the State Board of Educational Examiners issue certificates. The following certificates are issued: Professional—first and second grade; Permits—temporary; State—by examination and by endorsement; Life—by examination and by endorsement; and Special. The minimum requirements for any class of certificates are two years of high school work and twelve weeks of normal training. Certificates are renewed upon successful experience and successful completion of reading circle work during the life of the certificate. A diploma from the State Normal is considered a State certificate, and a diploma from the State University and State Agricultural and Mechanical College, when accompanied by certificate of qualification, becomes a State certificate. Twelve months' experience is required for a first grade certificate by examination. Violation of contracts suspends certificates for one year. Examinations are held during two days twice a year. Fees for certificates range from \$1.00 to \$5.00. Reciprocal relations are granted where the bases are equivalent to those required by Montana.

NEBRASKA—1921.

Certificates are issued by the State Superintendent, County Superintendent, State Board of Education, and Normal School. The classes of certificates are: First and Second Grade County, Grade City State, High School City State, Superintendent's City State, Special City State, Special City State, Life, Professional State, Elementary State, First Grade State and Emergency.

The minimum requirement for a certificate is normal training together with eight weeks successful experience. Professional work will renew certificates. Life Certificates become invalid when there is a lapse of three years, unless there is some educational work pursued. Fees for certificates range from \$1.00 to \$1.50. Reciprocal relations are maintained with other states where the basis is commensurate with that required by Nebraska.

NEVADA—1921.

The State Board of Education issues certificates. Classes: by examination—First Grade, Second Grade and High School, Special, Life Diploma, High School and Elementary, Temporary.

Successful experience and summer school work renew certificates. Examinations are held twice a year. Second Grade certificates are not renewed and any teacher who fails on examination cannot be granted a temporary license. A free employment bureau is maintained. No fees are charged and recognition is given to credentials from other states.

NEW HAMPSHIRE—1922.

Certificates are issued by the Commissioner of Education. The classes of certificates are as follows: Elementary—Class A, Class B and Service; Secondary—Grades A, B and Service.

Examinations are not given in the academic subjects for high school teachers, but an examination in professional subjects must be taken. All high school teachers must have a Bachelor's degree from an approved college, unless professional work has been completed in normal institutions. Reciprocal relations are accorded to state certificates under certain conditions relative to experience and professional work.

NEW JERSEY—1921.

Certificates must be secured and recorded before contracts are signed to teach in New Jersey. The State Board of Examiners, the County and City Superintendents issue certificates. The classes of certificates are: Limited Elementary, Permanent Elementary, Temporary, Limited Secondary, Supervisor's, Special, Vocational, and War Emergency. The minimum requirement for certificates is graduation from a four-year high school or equivalent and two six-weeks' courses at a summer school, or equivalent work in professional subjects. Certificates are renewed or made permanent with testimonials of successful experience and competency. Summer schools are under the control of the State Board of Examiners and most of the courses are professional. Summer work may be accepted toward certificates. Examinations are held twice a year during three days. No fees are charged for certificates. Reciprocal relations are maintained with certain states.

NEW MEXICO—1921.

Certificates of qualification and health and ten days' summer school work are required before contracts are signed. The Board of Education issues the following certificates: Professional Life, Five-year Professional, First, Second and Third Grade, Elementary State, Special, and Institute.

The minimum requirement for Professional Certificates is graduation from a standard high school. Professional training is encouraged by adopting reading circle work for the teachers each year. No conditional Life Certificate is granted. Grades made at a summer school examination may be counted towards a certificate when an eight weeks' course is pursued. Fees for certificates range from \$1.00 to \$5.00. State certificates from other states are given recognition in New Mexico.

NORTH DAKOTA—1921.

All applicants for certificates must be citizens of the United States and certificates must be properly recorded before contracts are made to teach.

The State Board of Education issues certificates which are as follows: Professional—first and second grade, and **Special Subject Certificates**. After 1923 all persons entering the teaching profession must be graduates of a four-year high school.

The salary schedule has been incorporated in the law based on training and experience. To renew certificates, professional work is required. Contracts with teachers are safeguarded by retaining 10 per cent of the teacher's salary until the expiration of said contracts.

Fees for certificates range from \$1.00 to \$5.00.

OHIO—1921.

Certificates are required before contracts are signed. The State Board of Examiners, State Superintendent of Public Instruction, County Boards of Examiners, and City Boards of Examiners issue certificates. The following classes of certificates are issued: High School Life, Elementary Life, Provisional Life, Provisional High School, Provisional State, Provisional Special, Provisional Elementary, Special State, Primary, Elementary County, Teacher's Elementary, and Emergency. Almost all certificates require high school graduation and professional training. Professional work is required for certificates of the higher class and especially for Life certificates. Renewals are based on successful teaching and professional spirit.

Examinations are given four times a year. All applicants for certificates must swear to the oath of allegiance and must have done some actual teaching under supervision. Fees for certificates range from \$1.00 to \$5.00. No provision is made for reciprocal relations.

OKLAHOMA—1921.

Certificates are issued by the State Superintendent of Education and city certificates are issued by the State Department of Education upon recommendation by the city board. The following certificates are issued: Life, Five-year High School, Two-year High School, Temporary High School, Special High School, Music, Five-year Elementary, Two-year Elementary, Temporary, and First, Second, and Third Grade County.

Graduation from a four-year high school is the minimum requirement for all certificates. Renewal requirements for certificates demand successful teaching experience and successful completion of professional work. No Life Certificate is granted, except where professional work has been done. State certificates expire when the holder is out of the schoolroom for a period of two years. Certificates are revoked where contracts are broken without the consent of the employment board. A fee of \$2.00 is charged for a certificate and credentials from other states are given consideration.

OREGON—1922.

The Superintendent of Public Instruction and the County Superintendent issue certificates which are based upon credentials from normal training schools and examinations in prescribed subjects. The classes of certificates are as follows: One-year State, Five-year State, Life, Special, Certificates to non-graduates of standard colleges and of teacher training courses, and Temporary County Certificates.

The minimum requirement for a certificate is graduation from a four-year high school. One-year Certificates may be advanced to Five-year Certificates after successful experience. Examinations are under the control of the Board of Examiners. These examinations are held twice a year during four days. Certificates are classified by the kind of school to be taught,

whether Primary, Elementary or High School. Fees are charged for certificates and reciprocal relations are extended towards State certificates of other states under certain restrictions.

PENNSYLVANIA—1922.

Certificates are issued by the County Superintendent, local Superintendent, and Superintendent of Public Instruction. No provision is made for granting certificates except on credentials. The general classes are: Emergency—Partial Elementary and Secondary; Standard—Temporary and Permanent; Normal Certificates; Diplomas; College—Provisional and Permanent. The minimum requirement for a certificate is graduation from a standard four-year high school with eight semester hours of professional training. Regular certificates are renewed upon professional training. No fees are charged for certificates and certificates from other states are given recognition which have a basis similar to requirements in Pennsylvania. The salary schedule has been adopted.

RHODE ISLAND—1921.

The State Board of Education issues certificates and a teacher must hold a certificate before signing contracts. There are two general classes of certificates, Professional and Provisional. Professional certificates are classed according to the validity which examination for certificate determines. Professional certificates are those valid in Secondary, Elementary, Primary, and Pre-Primary Schools; Limited for special subjects, and conditional Professional. Provisional certificates are: Senior, Junior, and Special. The minimum requirement for certificates is graduation from a secondary school with an approved course of professional work. Professional study is required to advance all certificates. Examination in professional

subjects must be successfully passed except where these subjects were successfully pursued during graduation from an accredited college. No certificate may be renewed but by pursuing a professional course, a higher grade certificate may be secured. No fees are charged and no reciprocal relations are provided for.

SOUTH DAKOTA—1921.

Certificates are required before contracts are signed and certificates are issued by State Superintendent of Public Instruction and County Superintendents. Classes of certificates are: On examination; Special, Third Grade, Second Grade, First Grade, Primary, State, Vocational, Life Diploma; on credentials, Second Grade, First Grade, State, Provisional State, Life Diploma, Professional Life Diploma, and Provisional Diploma. Applicants for certificates must have attended normal school for six weeks. Successful experience is required for renewals. Examinations are held during two days. Fees range from \$1.00 to \$10.00. Oath of allegiance required for all certificates, and no second grade certificate is renewed. A lapse of three years in continuous teaching invalidates the certificate. No provision is stated for reciprocal relations.

TENNESSEE—1921.

Applicants must be nineteen years of age and hold a certificate before a contract can be made for teaching in the state. The certificating authority is vested in the State Superintendent and certificates issued are: Elementary—first and second grade, High School—first and second grade, Permits, and Life Certificates. The holders of Elementary Certificates must pass the examination in practice of teaching and school management. Holders of high school certificates require, in addition to this, history of Education with special attention to

teaching of high school subjects. No unconditional certificate is granted. Continuous teaching of not more than three years' lapse will permit the renewal of certificates, and summer school work is required of all teachers. Fees are charged for all certificates issued and recognition is given to teachers from other states who present credentials having similar bases to those of Tennessee.

UTAH—1922.

Certificates are issued by the State Board of Education, and the following certificates are issued: Administration and Supervisors' certificates, Special, High School, Junior High School, and Elementary—first, second, and third grade. The minimum requirements for certificates is graduation from a four-year high school. A lapse of five years during the life of the certificate invalidates same. No certificates are granted for use outside of the state except those based on graduation from an accredited college or normal school. Second and third class certificates cannot be renewed. Certificates are renewed upon successful experience and professional work. All life certificates are granted conditionally. No fees are charged for certificates. Reciprocal relations are maintained with those states which recognize Utah's certificates.

VERMONT—1921.

Certificates are necessary before contracts are signed. The Commissioner of Education issues the following certificates: Permits, Provisional, Qualification and Life Certificates.

The minimum requirement for a certificate is completion of at least three years' work in a high school. A Life certificate requires professional work. No certificates are granted to teachers without the state, and

certificates are based upon professional training and length of service in determining their classes. No fees are charged and reciprocal relations are maintained with other states where the requirements for certificates are equivalent to those in Vermont.

VIRGINIA—1921.

The Department of Education issues all certificates. The classes are Professional and Non-Professional. Professional certificates are: Collegiate, Normal Professional, and Vocational Professional. Non-Professional are: Collegiate, Special, Elementary—first and second grade, and Permits. The minimum requirement for certificates above the Elementary is graduation from the four-year high school. The Elementary certificate requires two years of high school work.

Professional work must be pursued to keep certificates in force. No unconditional life certificate is issued. Successful experience and completion of reading circle courses and examination on two books in Education will renew certificates. State examinations are held once a year for two days. No fees are charged for certificates. State credentials from other states are recognized and evaluated according to Virginia requirements.

WEST VIRGINIA—1922.

Persons signing contracts must have certificates. The State Superintendent issues the following certificates: High School, Provisional High School, Standard Normal School, Temporary—first and second grade, Special Supervisor's, Provisional Supervisor's, Elementary—First and Second grade, and Life.

Completion of a four-year high school course is required for regular certificates. Professional work is encouraged. Examinations are given twice a year on

two days. Professional training is required of all applicants for first grade certificates on examination, and not less than one year of high school work will admit the applicant to the examination. No fees are charged for certificates, and no provision is made for reciprocal relations, but consideration is given for work done in other states.

WISCONSIN—1921-22.

The State Superintendent, upon recommendation of the State Board of Examiners, issues state certificates and the following certificates are issued: Limited Five-year, Life, Non-limited State, Special License on diploma, and Librarian.

Professional work is required of the holders of any class of certificates whether granted on examination or credentials. A fee of \$2.00 is charged for certificates, and reciprocal relations are maintained.

WYOMING—1922.

Certificates are issued by the State Board of Education and the classes of certificates are as follows: Elementary City Schools, by credentials—Class B, Class A, Professional; by examination—Class B, Class A; Rural School Certificates by credentials; State High School Normal Training Department Certificates; Advanced State High School Normal Training Department Certificate—Class A, Class B, Class C, and Professional; by examination—Classes A, B, and C; Special Class Certificate; High School Certificate, Classes 1, 2, and 3; Administration Certificate, Classes 1, 2, and 3; Special Certificate by examination and by credentials; Provisional Certificate; Emergency Certificate; Vocational Teacher's Certificate; Temporary-Provisional, Conditional and Emergency.

The minimum requirement for all classes of certificates includes graduation from an accredited four-year high school or its equivalent, which regulations took effect July 1, 1922. Certificates are renewed upon satisfactory teaching experience and professional work. Professional training is required for all certificates. Provision is made for the advancement of certificates by examination in professional courses. Life certificates require professional reading in order to keep such certificates in force, and failure to do this required work causes the certificate to lapse. Fees ranging from 50c. to \$1.00 are charged for all certificates. Recognition is given to state credentials from other states.

ALABAMA—1921.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Requirements	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Class "A" Administration and supervision	State Department.	State-wide.	6 years.....	6 years employment in a supervisory or administrative position for four of the six years and completion of the reading circle work is a member or director of the group for four of the six years or 12 weeks Summer School course in administration and supervision within the six years and membership in the State and National Educational Association for six years and attend four of the six. B same as A.	3 years.....	.....	Graduation from a standard college or equivalent education and one year graduate work in education or its equivalent, provided six years of successful administration work may be accepted in lieu of one year graduate work in education.	.....	.....	.....
Class "B"	do.....	do.....	5 years.....		3 years.....	.....	Graduation from a State normal school or equivalent education and one year of college work of grade or its equivalent; or to any person holding a first grade or life certificate, who is employed in a position requiring a certificate of this type.	.....	.....	.....
Class "A" Secondary.	do.....	State-wide. Elementary Junior and Senior H. school.	6 years conditional-ly.	For 3 years with satisfactory completion of two reading circle courses. 6 weeks Summer School course and 1 year	.....	.....	Graduation from a standard college, including 18 semester hours of professional study and 3 hours of observation and practice teaching.	.....	.....	.....

Class "B" Secondary.	do.....	do.....	1 year.....	reading circle course or two six weeks or 12 weeks course of study at a nor- mal school, Class A. Another issued to the holder of satisfactory com- pletion of 12 weeks of addi- tional college study and recom- mendation of college officials of the original en- dorsement.	.....	.....	Satisfactory comple- tion of 3 years of standard college work, including 9 hours of profession- al study.	.....	.....
Class "A" Pre - normal First-class	do.....	do.....	1 year (3 years for colored teachers.)	Re-issued upon completion of 12 weeks additional study at a recog- nized institution.	.....	.....	Completion of pre- normal work offered for white teachers in Class A normal schools. For colored teachers, graduation from an institution in Alabama for col- ored teachers.	.....	.....
Pre - normal Second- clas.	do.....	do.....	1 year.....	Re-issued upon satisfactory com- pletion of 12 weeks additional study at a recog- nized institution.	.....	.....	Completion of first year in the course in Class A normal school for white teachers upon recom- mendation from Pres. of college or gradu- ation from a stand- ard Senior High School or County Training School.	.....	.....
By examina- tion. 3rd grade.	State Depart- ment.	Elementary Schools. Grades 1-6.	2 years....	Completion of reading circle work for 1 year and 6 weeks' Summer School at a normal school or an insti- tution of higher learning; or two years of reading circle work dur- ing life of certi- ficate, or com- pletion of two one 12-weeks or	None .....	.....	Examination on the Elementary subjects, Spelling, Reading, Writing, Arithmetic, English Grammar, United States His- tory, Geography, Physiology and Hy- giene, Agriculture, Theory and Practice of teaching and class room management, 75% with 50 mini- mum.	.....	.....

ALABAMA—Continued

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Professional Recognition Work	Recip. Relations	Special Features
2nd Grade.	...do.....	Elementary Schools. Grades 1-6.	.....	Courses at a nor- mal school. For 2 years upon one of the exten- sion re-require- ments.	.....	.....	Completion of nine grades of work and examination in sub- jects prescribed for third grade, togeth- er with Alabama His- tory and with addi- tional requirements in English, Arithme- tic, U. S. History, Civics, Geography, Theory and practice of teaching and class room management. Graduation from an accredited High Sch. or equivalent educa- tion and examination in all subjects for 2nd and 3rd grade certificates and the following additional subjects: Algebra, trigonometry, quadratics, Plane Geometry, Physiolo- gy, Elementary Psy- chology, School Law, Higher English Grammar, Literature, Rhetoric and Com- position. When a second grade unexpired certificate is presented exami- nation in the follow- ing will be exempt: Alabama History, U. S. History, Arithme- tic, Geography Spelling, Physiology, Agriculture, Reading and Penmanship.	.....	.....	.....
First Grade...	...do.....	Elementary and Jun- ior High Schools.	3 years the last three counting- ent upon comple- tion dur- ing first three of one of lowing: (1) 2 years of read- ing cir- cle work. (2) 1 year and 6 weeks' or course of study at Class A Normal school or Institu- tion of higher Learning. (3) Two 6 weeks' or 12 weeks' course at Class A	Extended for a period of 3 years provided the professional work or study is com- pleted as pre- scribed for exten- sion re-require- ments An expired certifi- cate may be re- newed for the original period by completion of an approved course of study for 12 weeks or for 1 year and completion of 6 weeks.	.....	.....	Exemptions on examination questions will be given for reading cir- cle certifi- cate as fol- lows: Read- ing circle will exempt from two questions on second grade certifi- cates; one reading circle certificates will exempt from one question on first grade certificates; two reading circle certifi- cates will ex- empt from one question on profession- al book ex- cept History of Educa- tion; three reading cir-	.....	.....	.....

Normal school or Institu- tion of Higher Learning.	cle certificates will exempt from two questions; four reading circle certifi- cates will ex- empt from the entire examination on a life cer- tificate appli- cation.
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All County Superintendents, City Superintendents, Assistant Superintendents, and Supervisors shall hold special certificates. The examination is conducted strictly on a fair basis and applicants are given warning as to cheating on examinations. The examiner makes a list of the applicants as to age, sex, grade applied for, and address. Fees are charged for certificates, \$1.00-\$3.00. Certificates are graded as First, Second or Third, by the number of subjects taken rather than the grade per cent. given.

KENTUCKY, 1922.

Life	do.....	Elementary and Junior High Schools.	Continued up- on com- pletion of profes- sional work.	Every 5 years ful- fill one of the following: 1. Satisfactory completion of three years of reading circle work. 2. Satisfactory completion of one year's read- ing circle work and six week's approved course at Class A, nor- mal school or other recognized institution of higher learning. 3. Two six weeks' or 12 weeks' course at Class A, normal school or higher insti- tution of learn- ing.	.....	.....	.....	.....	Reogition given other States on the basis of qual- ifications at least equal to those required for certifi- cate by the State of Ala- bama and such certifi- cates shall be evaluated ac- cording to re- quirements for original issue and such privi- leges shall be granted the holders as the certifi- cate may warrant.
Special	do.....	Special branches.	3 years....	Upon fulfillment of one of the fol- lowing: 1. Completion of two years of	.....	.....	.....	High School gradua- tion and two years of additional work or its equivalent in the special subject.	.....

KENTUCKY—Continued.

Certificates Class of	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Features Special
State Teach- ers diplo- ma.	State Board of Examiners.	state-wide.	Until re- voked or holder fails to engage in active work for 5 years.	reading circle work during the life of the certi- ficate. 2. Completion of reading circle course prescribed for teachers of special subjects named in the cer- tificate. 3. Twelve weeks' course of special study in an in- stitution for training teachers of subjects named in the cer- tificate.	2 years and ap- plicant must be 24 years old.	None	Examination in all sub- jects of the common school course, to- gether with an exami- nation in Science and Art of Teaching and English and Ameri- can Literature, Alge- bra, Higher Arith- metic, Geometry, Physiology and ele- mentary Latin. 85% average with a mini- mum of 70% in any one subject.	.....	Other institu- tions "not conducted for private gain" may be given consideration for certifi- cates where the courses are equiva- lent to those of the two State Normal schools and when the faculty and equipment compare with the normal Schools.	.....
				Upon recommend- ation from Coun- ty Board of Ex- aminers.	2 years and ap- plicant must be 21 years old.	.....	Examination in all common school branches, together with English and American Literature, Elementary Algebra, Higher Arithmetic, Science and Art of Teaching.	.....	.....	.....
State Teach- ers' certi- ficate.	As above with recommenda- tion by Coun- ty Board.	do.....	3 years un- less there is a lapse of 2 years teaching.	After 8 years' ser- vice can be re- newed	.....	.....	One year of High School and 5 weeks	.....	.....	.....
Elementary 1st Grade	do.....	Elementary Schools	1 years....		.....	.....		.....	.....	.....

Elementary 2nd Grade.	do.....	do.....	2 years....	Non-renewable....	.....	.....	of professional sub- jects in normal school with examination on all common school subjects, including the State course of study with examina- tion in Science and Art of Teaching. 85%-70%.	.....	.....	.....
Life	State Board of Education.	.....	.....	.....	20 years.....	.....	Examination upon all common school branches and State course of study. 75%-60%.	.....	.....	.....
High School.	State Board of Education.	State-wide. H. S.	2 years....	.....	.....	.....	Graduation from a standard High School and graduate of a four-year course at a standard college or university, together with professional work of 3 hours per week for one year. History of Education Principles of Peda- gogy special study of secondary education. Same as above with 6 hours of profession- al work for one year.	.....	.....	.....
High School	do.....	do.....	1 years....	By valid evidence of advancement in educational work.	.....	.....	Special study of secondary education, Educational Psychology, His- tory of Edu- cation, Meth- ods in Edu- cation and administration High School tion, 1-4 of the above may be prac- tice teaching under direc- tion.	.....	.....	.....
High School Advanced.	do.....	do.....	3 years....	.....	.....	.....	Same as above with 12 hours per week for one year in pro- fessional and Peda- gogical subjects one-third in Princi- ples of Education, one-third in History of Education, and one-third in second- ary education; in lieu of Pedagogical or professional training graduation from a standard normal school may be sub- mitted, or four years' experience certified to by Board of Education, and must be in Aca- demic credits are re- quired of all appli- cants for this certifi-	.....	.....	.....

KENTUCKY—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- sment	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional	Recip. Relations	Special Features
							cate equivalent to graduation from a college holding membership in the Kentucky association of Colleges, and must be 20 years old.			

LOUISIANA, 1921.

High School.	ment of Education.	State-wide.	5 years....	Recommendations of successful ser- vice. After 1925, the requirements for renewal shall be three (3) read- ing course credits. Three college hour credits in Prof. subjects.	None .....	.....	(1) A. B. or B. S. graduates of ap- proved colleges. (2) Examination in the following subjects: High School subjects as applied for, Eng- lish Grammar and Composition, Spell- ing, Theory and Art of Teaching. Applicants must make general average of 75%, not less than 50%, and an aver- age of not less than 57% in subjects ap- plied for.	After 1925 read- ing course credits and professional work credits at an ap- proved insti- tution will be required for renewal of 1st grade and High School certi- ficates. Sum- mer Normal work may count on gen- eral averages secured on examination, 5% for 6 weeks; 6% for 8 weeks; 7% for 9 weeks.	Given to hold- ers of 1st grade or life certificates from other States.	No general High School examination is given.
First Grade..	do.....	State-wide.	5 years....	do.....	.....	.....	A. B. or B. S. gradu- ates of approved colleges of Louisiana or other States. Graduates of ap- proved State normal schools of Louisiana or other States. Examination with average of 75 % with not less than 50% in the following sub- jects: Plane Geome- try, Higher Algebra,	.....	.....	.....

Second Grade.....do.....	3 years.....do.....		Higher Arithmetic English Grammar and Composition, U. S. History with Con- stitution of Louis- iana, Political and Physical Geography, Physiology and Hy- giene, Spelling Penmanship, Theory and Art of Teaching.	Examination in the following subjects: Elementary Algebra, Arithmetic, English Grammar and Com- position, U. S. His- tory, Geography, Physiology and Hy- giene, Spelling, Pen- manship, Theory and Art of Teaching with 75% aver. with not less than 50% or an average of 70% with not less than 50% on first grade subjects.	Special condi- tions are made regard- ing negroes.
Third Grade.. ....do.....	1 year.....do.....	One year for one reading circle course or one Summer School credit.	Examination in the subjects: Arithmetic, English Grammar, U. S. History, Geog- raphy, Physiology and Hygiene, Spell- ing, Penmanship, Theory and Art o. Teaching, with 75% average, with not less than 50% on any one branch, or applicants who make an aver- age of 70% and not less than 50% in sec- ond grade subjects, or eliminate Algebra and Geometry from first grade and make average of 75% with not less than 50% on any one subject. Ne- groes who make an average of 85% with not less than 50% on third grade subject: shall be given sec- ond grade certifi- cates. With an aver-		

LOUISIANA—Continued.

Class of Certificates	Issued By	Where Valid	Length of Valid	Renewal Requirements	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Conditional High School session, 1921-22.	do.....	do.....	.....	.....	.....do.....	First grade certificates may be made H. S. by completing 56 college hours for 1921-22, and after that time four additional hours until degree is secured.	age of 75% and not less than 50% on same subjects shall be given third grade certificates, or eliminating Algebra from second grade subjects an average of 75% with not less than 50% will secure a third grade. Holders of first grade certificates who have earned 56 college hours and over.	.....	.....	No provision is made for life certificate. Fees for certificates range from one to five dollars.

NEW YORK, 1921.

High School. College graduate life.	 Pres. of University and Commissioner.	 State-wide.	.....	.....	..... 3 years, two of which shall be in this State.	.....	..... Completion of a four-year course of study with a bachelor's degree from a college registered by the Regents, or to the holder of a college graduate limited certificate, who has met the full requirements for the limited certificate.	.....	.....	.....
College graduate permanent certificate.	do.....	do.....	Life	.....	3 years.....	.....	..... Graduate of any college registered by Regents and has completed therein the course in education approved by the President of the University.	.....	.....	.....
College graduate professional provision-al Certif.	do.....	do.....	3 years.....	By indorsement.....	.....	May be made a permanent by 3 years' successful experience.	do.....	.....	.....	.....
College graduate limited certificate.	do.....	do.....	2 years.....	For one year on application for endorsement and	.....	May be made a college graduate professional pro-	Graduate of college registered by Regents.	.....	.....	Examinations for renewal held in May and August.

State	Pres. of Uni- versity and Commission- er.	State-wide. Life	satisfactory ex- amination on: psychology, his- tory of Edu., principles of edu., methods of teaching, based on syllabus for college grad. cer- tificate.	3 years.....	visional by com- pleting course in education pre- scribed by Pres. of University.	Examination on the following subjects with at least 75% on each of the subjects of Group 1, and an average of at least 75% on Groups 2 and 3 with not less than 60% on any one subject: 1. Spelling, Arithme- tic, Geography, Eng- lish Grammar, Alge- bra, Physiology and Hygiene, American History, Composition. 2. History of Edu- cation or Psychology, Methods of Teach- ing, School Manage- ment, School Law. 3. English and Amer- ican Literature, A Foreign Language (Latin, French or German), Plane Geo- metry, Physics, Chemistry or Physi- cal Geography, Bo- tany or Zoology, His- tory (major sequence, course A, world his- tory to 1789; major sequence course B, world history 1789 to present; minor se- quence, first year, world history from beginning to present), Civics, Drawing. Examination for a State certificate in the following sub- jects: 1. Spelling, Arithme- tic, Geography, Eng- lish Grammar, Alge-	.....	Scope of ex- amination for State certifi- cate shall be based on training class syllabus, and syllabus for secondary schools. In Spelling, Arithmetic and Geog- raphy the ex- amination shall be more advanced than for other certificates. Examinations for State cer- tificates are held in Au- gust of each year. Credits are given on each exami- nation and five trials may be made to secure cer- tificates, 90% is the limit for any sub- ject.	Standings earned in 3 consecutive examinations may be ap- plied toward a limited
Ltd. State.....	Pres. of Uni- versity and Commission- er.	 5 years.....	Non-Ren. but may be ex- changed for State.	3 years.....	May be made life when all re- quirements have been met for life certificate.	Examination for a State certificate in the following sub- jects: 1. Spelling, Arithme- tic, Geography, Eng- lish Grammar, Alge-	.....	.....	.....

NEW YORK—Continued.

Class of Certificates	Issued By	Valid Where	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Equivalent....	do.....	District for which is- sued.	1 year.....	.....	.....	May be exchanged for permanent certificate.	bra, Physiology and Hygiene, Amer. His- tory, Composition. 2. Physics, Civics, Drawing. History of Educa- tion or Psychology, Methods of Teach- ing. School Manage- ment, School Law. Successful experience in teaching and al education equivalent to that required fo graduation from a professional course in a N. Y. State Nor mal School.	.....	.....	State certifi- cate. No fur- ther exami- nation need be required in any subject in which a standing of 90% has been earned.
Special Cer- tificates.	Upon request of district, village or City Supt.		3 years.....	After two years of successful experi- ence it shall be renewed for five- year periods.	Certain exp- rience is re- quired where the teacher is part time teacher and holds a spe- cial certifi- cate.		Graduation from an approved H. S. or the equivalent and from an approved professional institu- tion wherein a two- year course in the special subject has been completed with recommendation from President of Univer- sity.			Granted only after position has been se- cured. Special certificates qualify for the following subjects: Education, Vocational subjects, Do- mestic Sci- ence, Domes- tic Art, Man- ual Training, Physical Training, Vo- cal Music Kindergarten, Drawing, Commercial branches. Certificates for the last three subjects require 75% rating on the university ex- aminations for these subjects or a degree from a registered college in these sub- jects.

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NEW YORK—Continued.

Class of Certificates	Issued By	Length of Valid	Length of Validity	Renewal Requirements	Experience Required	Advancement Requirements	Requirements Scholarship	Recognition of Professional Work	Recip. Relations	Special Features
Training Class certificates.	do.....	In any school district not maintaining an academic Dept. Class Certificate in subacademic Grs.	3 years.... Class is valid for 10 years.	Evidence of successful experience during the term of the certificate.	.....	The holder of a training class certificate shall be entitled to one year's advanced standing in a State Normal School on an academic diploma and has after graduation taught one year from the training class.	a. A State teachers' certificate. b. Credits in Regent's examinations for Elem. U. S. History, with Civics, Arithmetic, Geography, Reading, Spelling and Writing, with a total of 54 academic credits with 10 credits in English, 10 in Mathematics, 10 in Science, 5 in American History, and 4 in Drawing. c. Regents academic diploma, including American history.	Credits secured from this certificate may be used toward academic diploma.	.....	Given only when the candidate has complied with all requirements for admission to and attendance upon a training class with recommendation from principal of excellent character and ability to teach; also have attained a minimum class standing of 75% on the following subjects: Writing, Spelling, Arithmetic, Geography, Language, Phys. and Hyg., U. S. Hist., with Civics, Drawing Nature Study and Agri., Methods in Reading, Spelling, Writing, Psychology, School Law, School Management. After 1925 no academic certificate may be extended more than 3 years beyond
Academic certificate.	Commissioner upon recommendation of district Supt.	In a School district not maintaining an academic department	2 years....	Upon successful completion of a summer course at a State normal or its equivalent or a minimum	.....	.....	Completion of a four-year course in H. S. approved by Pres. of Univ. and have earned a Regent's academic diploma.	.....	.....	.....

Rural renewable certificate.	Commissioner upon endorsement by district Supt.	In any district not maintaining an academic department for district issued.	3 years....	rating of 75% in the examination for State certificate in group 1, and 60% in group 2 and 3, extended one year for each if credits obtained. Credits in Regents exam. not applicable to extension. Two years' successful teaching may renew for 10 years.	Examination on the following subjects: Writing, Spelling Arithmetic, Geography, English for Teachers, Algebra, Physiology and Hygiene, Nature Study and Agriculture, History of Education, School Management Methods of Teaching, School Law Drawing, with a minimum standing of 75%. Proper evidence of qualifications.	
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NORTH CAROLINA, 1921.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
For adminis- trative and S u p e r v i sory offi- cers. Supt's. C e r- tificate.	State Depart- ment of Education.	State-wide.	5 years....	After 5 years Exp. valid for life.	5 years as prin., supv. or teacher; 3 years if ap- plicant holds H. S. Prin. certif.		Graduation from A college in academic or scientific courses, including 18 semester hours of prof. cred- its, or credits re- quired for H. S. cer- tificate A, or Gram- mar Grade A, or Primary A; also credits from two ap- proved S. S. or the equivalent in college Cr. specializing in administration and supervision.			
Prov. Supt's. Certificate.	do.....	do.....	2 years....	Meeting certain re- quirements.			Credits for H. S. Prin. certificate.			
Asst. Supt's Certificate	do.....	do.....	3 years....		3 years.		Same as for Supts., except one S. S. may be accepted.			
H. S. Princip- als.	do.....	do.....	5 years....	Valid for life after 5 years Exp. and Prof. work.	3 years.		Graduation from "A" grade college in aca- demic scientific courses, including 18 sem. hours of Prof. credits, or Cr. for H. S. certif. A; also one unit of credits from an appr. S. S. or equivalent in col- lege Cr. showing spe- cialization in school administration and supervision.	Extension giv- en for Prof. study, to- gether with three 5-hour courses in an appr. S. S. or its equiva- lent in col- lege Cr. on administration and su- pervision.		
Prov. H. S...	do.....	do.....	2 years....		1 year.....	May be converted into High School Prin. certificate when require- ment for that certificate is met.	Possession of or en- titled to hold H. S. Class A.			
Elem. School Prin'g. and S u p e r v i s o r ' s certificate.	do.....	do.....	5 years....	After 5 years suc- cessful Exp. as Prin. and upon satisfactory evi- dence of Prof. study and 3 five- hour courses in approved S. S. or equiv. coll. credit	3 years.....		A. B. or B. S. degree from standard A grade college, includ- ing 18 semester hours of Prof. credits, or credits required for Grammar Grade A or Prim. A; also one unit credit from app.	Prof. work is given special credit and is demanded for supts, super- vising princi- pals and su- pervisors.		

Prov. Elem. School Prin.	do.....	2 years.....	specializing in city or rural school adminis- tration and su- pervision.	May be renewed.	1 year	May be converted into Elem. Sch. Prin. certificate when the require- ments for that certif. are met.	S. S. or the equiv. in college credits, showing specializa- tion in administra- tion and supervision of the Elem. school. Applicant must hold a Grammar Grade or Primary Class A.	Renewals are not given ex- cept in ex- ceptional cases.	.....
Supervisors.	do.....	5 years.....	.....	.....	.....	.....	Same as for Elem. Prin. certificate with special work in Ru- ral School Superv. for rural teachers. Elem. Superv. to specialize in city school superv.	Prof. work is required of a teacher dur- ing the term of experience.	.....
Teachers' certificates H. S. Class A.	do.....	5 years.....	Prof. work re- quired; also credits for one appr. S. S. or equiv. academic Crs. from some standard coll. or may be made valid for life at the 1st or any remaining period, when the appli- cant presents sat- isfactory evidence of professional study required by the Supt; al- so credits from one appr. S. S. or the equiv. academic Crs. specializing in H. S. methods and supervision.	One years ex- perience will be allowed for part of sem. hour credit.	To raise H. S. to Prin's. Certif. 2 Sem. Hrs. in H. S. organization, 2 S. Hrs. in H. S. and Elem. Se- Curriculum. 2 S. Hrs. Elective in Sch. Adm.— Raise to Supt's. certificate. 2 S. Hrs. in P. Sch. organization. 2 S. Hrs. Ed. Sta- tistics or Finance. 2 S. Hrs. Ednl. measurements. 6 S. Hrs. Elec. P. Sch. Adm.— Raise to Elem. or Superv. certif.—2 S. Hrs. Elem. Sch. org. 2 S Hrs.. Superv. o. Elem. Instr. 2 S. Hrs. Ed. Tests and Measure. 6 S. Hrs. Elec. Elem. Edu. Class A will be is- sued when Prof. credits have been presented.	3 years' standard col- lege work leading to A. B. or B. S. course, embracing at least 98 semester hours, 12 of which shall be in Prof. subjects.	Prof. work on H. S., Gran- mar Grade, Primary, Ele- mentary, or non standard grade may be done at an appr. S. S. Credits for	.....	
H. S. Class B.	do.....	5 years.....	Five-year term upon satisfactory evidence of Prof. study during time of teaching, also credits for one approved S. S. or the equiv. academic credits from some stand-	.....	.....	.....	.....	.....	.....

NORTH CAROLINA—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Class C.....	.....	.....do.....	5 years....	and college. Failure to present proper credits for renewal certif. of next lower rank will be issued. Same as above, Class B.	.....	Same as Class B. Class B will be issued when Prof. credits are furnished, provided one-half of the subjects taken shall be secured from those subjects which serve to broaden one's culture and which would be accepted as part fulfillment for graduation.	2 years of standard college work, embracing not less than 60 semester hours in A. B. or B. S. courses, 6 of which shall be in the Prof. subjects or Exam. in H. S. and college subjects in equal proportions to get 60 semester hours.	certificates of one app. S. S. are equivalent to 6 S. Hrs. of college credit.	.....	.....
Grammar Grade, Class A.	State Supt. of Education.	do.....	5 years....	Extended for five years upon satisfactory evidence of Prof. study during time of service; also credits from one S. S. or equiv. academic Cr. from standard college made valid for life at and of five year period or subsequent renewal period with Prof. study required by Supt. and credits from one app. S. S. or equiv. academic credit specializing in gram. gr. methods and supervision.	Provided one year's experience in a year count as part of sem. hours credit.	To raise to Supervisors or Elem. Sch. Prin.--2 S. Hrs. Elem. Sch. organization. 2 S. Hrs. Superv. of Elem. Instr. 2 S. Hrs. Edu Test: and meas. To Supts.: two S. Hrs. in H. S. Admin. 2 S. Hrs. Public Sch Organ., rural or city. 2 S. Hrs Edu. Statistics or Finance. 6 S. Hrs. Elec. Public Sch. Admin. T. H. S. Prin. certificate; 2 S. Hrs. H. S. Organ. S. Hrs. H. S. Curriculum. 2 S. Hrs. Admin. 6 S. Hrs. Elective Secondary Ed.	A. B. or B. S. from standard A. Grad college embracing 12 S. Hrs., 18 of which shall be in Prof. subjects.	.....	.....	.....

Class "B"	do.....	5 years....	Same as A.....	.....	Completion of re- quirements for Class A will Adv. Class B to A.	Credits for 3 years in standard college work on A. B. or B. S. course, embrac- ing 90 S. Hrs., 12 of which shall be in Prof. subjects or graduation from standard normal schools beyond H. S. or graduation from standard H. S. of same requirement for Class A, with 18 S. Hrs. of Prof. credit.	do.....	do.....	do.....
Class "C"	do.....	5 years....	Same as B.....	.....	Completion of re- quirements for Class B.	Credits of 2 years of standard college work, embracing not less than 60 S. Hrs. of college credit, 6 of which shall be in Prof. subjects.	do.....	do.....	do.....
Primary Teacher's Certificate. Class "A."	do.....	5 years....	After 5 years may be made valid for life when Prof. work is completed and also credits from one appr. S. S. or the equiv. credits specializ- ing in prin. of education as to methods and su- pervision.	Provided one year's expe- rience may count as part of sem. hours credit.	Same as grammar Grade A.	Same as Grammar Grade A.	do.....	do.....	do.....
Class "B"	do.....	5 years....	Same as Class A.....	.....	.....	Same as Grammar Grade B.	do.....	do.....	do.....
Class "C"	do.....	do.....	do.....	do.....	do.....	Same as Grammar Grade C.	do.....	do.....	do.....
Elementary Class "A."	do.....	3 years....	At the end of 3 years may be re- newed when the appl. presents satisfactory tes- timonials.	.....	.....	Credits for 1 year of standard college work in A. B. or B. S. courses, embrac- ing 30 S. Hrs., 6 of which shall be in Prof. subjects or on 1 year's standard normal school credits consisting of the first year's work of a two-	do.....	do.....	do.....

NORTH CAROLINA—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Elementary Class "B."	do.....	do.....	3 years....	For a period of 3 years by present- ing satisfactory evidence of Prof. study required by Supt., also credits from one appr. S. S. or equiv. academic credits from standard college.	.....	.....	year normal course. The academic credits may be secured by Exam. on Elem. and H. S. subjects, or on 60 S. Hrs. of stand- ard college work. Same as Class A with- out the 6 S. Hrs. of Prof. Cr., or gradu- ation from a stand- ard H. S. covering not less than 15 units of H. S. work; also 4 five-hour courses in an approved S. S. or 4 courses in a Co. S. S.. The equivalent may be given in teacher training courses in H. S. under State regu- lations. (Academic credits for this certificate may be se- cured by Exam.)	.....	.....	.....
Prov. Elem..	do.....	do.....	1 year....	Successful Exp. & Prof. spirit.	.....	Prof. credits of one S. S. may se- cure Elem. Class B.	Same as Class B Elem. without Prof. credits.	.....	.....	.....
One year temporary.	do.....	County. ..	1 year....	.....	.....	May be adv. to Elem. class by making the re- quired credits.	S. S. credits.....	.....	.....	.....
Prov. A.....	State Board of Exams. en- dorsed by Co. Supt.	do.....	1 year.....	Must be advanced	.....	Same as A.....	S. S. credits and credits on three groups of academic subjects by State examination; or graduation from standard H. S.	.....	.....	.....
Prov. B.....	do	do.....	do.....	do .....	.....	.....	S. S. credits and credits on two groups of academic subjects by Exam.	.....	.....	.....
Special A.....	do	Special subjects.	5 years.....	Evidence of Prof. work and credits for one S. S. or	.....	.....	120 S. Hrs. of college work in a standard college distributed as	.....	.....	.....

SOUTH CAROLINA

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Life, any Grade or Class.	State Board of Examiners under direc- tion of State Board.	State-wide.	Until re- voked.		Ten years in S. C.		Must hold certificate issued on a valid basis and recommen- dations of service signed by Supt., or Prin. and Trustees, approved by the Co. Supt. of Ed. Graduation fro an ac- credited college giv- ing A. B. or B. S. degree, with 12 S. Hrs. in education. (These hrs. may be secured during the four-year course or may be secured thru completion of Prof. credits at a standard S. S. or institution giving grauate units. Graduation from a standard college giv- ing A. B. or B. S. degree.			
Prof. Academic or Primary	do.....	do.....	5 years.....	Teaching Exp. dur- ing half the term of certificate, to- gether with ac- ceptable work during one sum- mer in appr. S. S. and one year's satisfactory read- ing circle work.						
Academic .....	.....	.....	3 years.....	Same requirements for all certific- ates except third grade. .....do.....		12 Sem. Hrs. in Education.		Extension of 2 years on term of certificate.	.....	.....
High School.	.....	.....	3 years.....				Examination in the following subjects with an average of 85%-60%: Gram- matical Analysis and Composition, Litera- ture, Principles of Teaching, American History and Civics. Two of the follow- ing: General Science, Physiology, Biology, Phys., Chem., Agri., Home Economics; Arith., Alge., Geom., one Language: Latin, French, Spanish, German; Ancient & Modern Hist., School Law, or this certif. may be issued to an applicant who has had successful ex- perience and has held a certif. issued on old basis and has			

Gen. Elem., 1st Grade.	do.....	State-wide. Grades 1-9.	3 years....	do.....	do.....	demonstrated fitness to do high school work and completed special courses in Prof. work, or completed work in college and secured B. L. degree. Examination in English and Composition, Algebra, Arithmetic, U. S. and S. C. History, Civics and current Events, Spelling, Reading, Pedagogy, School Law, Geography, Phys. and Hygiene, 85%-60%; or graduation from accreditation four-year H. S. and 6 weeks' S. S. course, or one year of standard college work; or completion of two full years of standard college work showing not less than 15 hours each year; or graduate of normal class of one full year's work.	Acceptable on this class of certificate.	do.....
Gen. Elem., 2nd Grade.	do.....	do.....	2 years....	do.....	May be raised to 1st Gr. by making up the required aver. on delinquent subjects for first grade certs., viz. 85%-60%.	Examination on same subjects as first grade, with an average of 75%, not less than 55%.	do.....	do.....
Gen. Elem., 3rd Grade.	do.....	do.....	2 years....	None	do.....	grade, with an average, with an average of 55% on any one subject. An average on the first grade subjects of 65%, with not less than 50% on any one subject, Algebra omitted.	do.....	do.....
Primary, 1st Grade.	do.....	State-wide. Grades 1-5.	2 years....	do.....	do.....	Examination in the following subjects with 85%, and not less than 60% on any one subject: English Grammar and Literature, Arithmetic, Geography, U. S. and S. C. History, Geography, Literature, Pedagogy, Nature,	do.....	do.....

SOUTH CAROLINA—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Required Experience	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Primary, 2nd Grade.	...do.....	...do.....	2 years.....	...do.....	.....	.....	ture Study, School Law, Civic and Cur- rent Events, Health, and Manual Train- ing.	.....	.....	.....
Primary, 3rd Grade.	...do.....	...do.....	...do.....	none .....	.....	.....	same as first, with an average of 75%-55%.	.....	.....	.....
Special sub- ject.	...do.....	State-wide. for sub- ject only which certificate is granted upon.	5 years.....	...do.....	.....	.....	same as first, with an average of 65%-50%. (Graduation in special subject at an ac- credited college, or upon examination in special subject with average 85%, to- gether with recom- mendation as to fit- ness to teach the special subject. Upon recommendation and request from Co. Supt. of county where the teacher has contracted to teach.	.....	Equivalent recognition given.	.....
Emergency....	State Board upon request of Co. Supt.	County where re- quested.	1 year.....	Cannot be renew- ed nor reissued to same party.	.....	.....	.....	.....	.....	.....

TEXAS

Gen. Classes. Temporary. Permanent. 2nd Grade. Temporary.	County Supt. upon recom- mendation from County Examiners.	County, where issued. Grades 1-7.	1 year.....	One year for 8 weeks normal work or college course.		2nd Grade may be made 1st by tak- ing Exam. in the required subjects	Examination in the following: Arithme- tic, Eng., Texas and U. S. His. Physiolo- gy and Hygiene, Reading, School Management and Methods, Spelling and Writing, with optional subjects. Any three of this group: Agriculture, Elementary Compo- sition, Drawing, De- scriptive Geography, Music. Twelve sub- jects required and an average of 75%, with not less than 50% on any one sub			
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Permanent. Elementary of second class.	State Supt. upon recom- mendation from State Board of Ex- aminers.	State Grades 1-7.	1 years....	May build to a first gr. certif. or to a Perm Primary by ex- amination in ad- ditional subjects.		2nd Grade may be built to a 1st gr. or Perm. Primary by exam. in ad- ditional subjects and make re- quired grades during the valid- ity of such certif.	Exam. in all of the subjects for county second grade with additional subjects: Descriptive Geog., School Management and Methods, School Law relating to pu- pils and teachers. Op. subjects, any two Comp., Music and Agri., Elem. Comp., Music and Drawing; 85% aver- age, with not less than 50% on any one subject.	
First Grade, State.	State Supt. upon recom- mendation by State Board of Examin- ers.	State Elem. & H. S. grades.	1 years on 75%-50% average. 6 years on 85%. 7 years on college work. 2 years State Normal valid for 6 years.	Holder of 1st gr. may build to a State Prim. Per- manent certif. by addit. exam. in certain subjects. Any 1st gr. certif. which has lapsed and the holder has taught fo- 5 years may get the certif. re- newed for one year.	.....	May secure State Primary Perma- nent by addition- al exam. in His- tory of Educa- tion, Methods of Teaching as ap- plied to Elem branches and exam. on any two of the fol- lowin: Eng. Lit., Eng. Hist., Phys Grog., Botany & Zoology. Such examinations may be taken at any one of the periods for examinations.	Subjects required for second grade with any 3 of the op. sub- jects for 2nd grade and examination of the following: Civil Government, Higher English Composition, Elementary Psycho- logy, and any four of the following: Alg., Botany, Phys., Geog., Pl. Geom., Ancient History, Modern History, American Literature, or completion of three years of college work or two-year course at State Nor- mal, or four full courses in the Col- lege of Arts and one full course in Dept. of Education in reputable institution, approved by Dept. of Edu.	.....
H. S. of 2nd class.	do.....	State-wide, Elemen- ary grades, 1-7 in 3rd Class H. S.	4 years....	May be built to a Perm. Primary by extra exam. and an average of 85% -50%.	.....	Subjects required for Elem. second class and two of op- tional subjects offer- ed for the Elem. sec- ond class and re- quired subjects for first grade and same optional subjects as first grade.	.....	

TEXAS—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
Permanent Pri- mary.	do.....	do.....	.....	.....	.....	May be built to State Perm. Pri- mary with exam on Prof. subjects.	Built on first and sec- ond grade certifi- cates. If 2nd grade the following sub- jects: Civil Govern- ment, Higher Eng- lish Composition, History of Educa- tion, Methods of Teaching, applied to Elem. branches: op. subjects, three of the following: Bo- tany, Phys., Geog., Eng. Hist., Amer. Lit., Eng. Lit., Zoology. If 1st grade, History of Edu.: Methods of Teach- ing, applied to Elem. branches op. subjects, same as for second grade.	.....	.....	.....
State Perm. Primary ...	do.....	State-wide.	.....	.....	.....	.....	Built on Perm. Prim. or 2nd grade and exam. in eight of the following: Biolo- gy, Book keeping Chem., Child-study, Economics, Geology, Solid Geom., Adv. Grammar, Hist. of Edu., Eng. Lit., Methods of Teach- ing, applied to Elem. branches, Phys., School Administra- tion, Plane Trigon- ometry.	.....	.....	.....
State Perm. Primary	do.....	do.....	.....	.....	.....	In building on certif. secured on college or nor- mal credits the subjects for exam. will be the same, but no subject included in Exam. for	Built on Perm. Prim. on first grade, and Exam. in any of the four subjects: Biology, Bookkeep- ing, Chemistry, Child Study, Economics, Geology, Solid Geom., Advanced Grammar, History of	.....	.....	.....

WASHINGTON—Continued.

Class of Certificates	Issued By	Where Valid	Length of Validity	Renewal Require- ments	Experience Required	Advancement Requirements	Scholarship Requirements	Recognition of Professional Work	Recip. Relations	Special Features
First Grade Elem.	do.....	.....	5 years Elem.	18 weeks of work done in higher institution of learning, with satisfactory work in 3 subjects, re- news once.	9 months.....	.....	learning, Exam. aver- age 85%, and not less than 70% on any one branch. Graduate of a 4-year H. S. and one year Prof. training at an acer. normal and Exam in same sub- jects as for 2nd grade and Nature Study Drawing, Gen. Lit., Agri., Civics, Phys., Geog., Music, with op. of two others. 16 subjects with 85% required, and not less than 70% on any one, or grad- uate of advanced course at standard normal and Wash- ington State Normal. graduation from a standard college or university acer. by the State Board of Education and 12 S. Hrs. in Edu. and a grade of 70% in Wash. State Manual.	.....	.....	All applicants must be Amer. citi- zens. Aliens may be given permits where the teacher has necessary qualifications and has de- clared his or her intention to become an Amer. citizen.
H. S. 2nd Grade.	do.....	High School.	Not State!	Not Stated.....	.....	.....	.....	.....	Recip. rela- tions granted on certifi- cate by Exams. pro- vided credits are 90% or over and graded by State Depts. valid subject or subject and Exam. in State Man- ual. .....	.....
H. S. 1st Grade. Life	do..... ....do.....	do..... Common on schools of the State. Exam. in 25 aca- demic subjects and not less than four Prof. subjects	do..... .....	.....	9 months..... 15 months, 27 of which has been in Washington.	.....	Same as above, with 85% on manual. 15 months' experience have held at least 1st grade Elem. cer- tificate, have com- pleted 12 S. Hrs. in Edu. or Prof. study at an acereditd in- stitution of higher learning, or passed	.....	.....	Patriotism must be taught by all teachers.

RECOMMENDATIONS AND CONCLUSIONS.

A study of the subject of certification naturally leads to certain conclusions, and realizing that no system in certification is perfect, some needed amendments and provisions are herewith suggested.

The plan now followed by the State Board of Examiners under the State Department of Education does not make suitable provision for the raising of the grade of the different certificates through professional work. No adequate salary schedule is provided for and no minimum scholarship is required of the applicant who takes the examination. Life certificates are not always evidence of professional attainments. The instructions prepared by the State Board of Examiners for the applicants who take the examination do not emphasize sufficiently the importance of the examination being fairly conducted. The appropriation made by the Legislature for carrying out the present system of certification is inadequate. No fees are charged for certificates; therefore, there is a possibility that teachers who possess certain credentials might escape conforming to the renewal requirements by asking for duplicate certificates or for the issuing of another certificate on former credentials.

It is suggested that the Life certificate be made provisional so that professional study may be required of all teachers of the state. Provision should be made for building upon the Primary, Elementary, and High School certificates, which are secured by examinations. This plan could be adopted by giving credits for professional units at a summer school or a normal school or for one year of regular college work. No graduate of an accredited college which does not give a course in Education, should be given a certificate unconditionally. No third grade certificate should be given twice to the same person, and the third grade certificate should be valid for only one year. No second

grade certificate should be renewed more than once. All applicants who take the examination should have completed at least the eighth grade work, or its equivalent, of a standard high school. Applicants for professional credits should be given their examinations at an accredited summer school or by the college authorities where the additional work is done, and these credits promptly forwarded to the State Board of Examiners. A salary schedule, according to the grade and class of certificate, should be provided as soon as possible. This provision will give an impetus to the deserving teacher and will reduce the number of the inefficient and the indifferent.

A different plan for certification of the colored applicants by examination should be provided.

Minimum fees should be required for all certificates issued.

It is noted that the present system provides for the continuance of the status of any valid certificate which was in force prior to the establishment of the State Board of Examiners and that those teachers who have borne the brunt of the fight against ignorance have been cared for. These are very commendable features; however, all teachers should be required to do some professional work at stated periods. Professional training is stressed by every state in the Union and the majority provides for teachers' institutes and summer schools directed by the State Departments of Education and Boards of Examiners.

Many of the states have written into the rules and regulations for certification of teachers direct provision for discouraging indiscriminate resignations and any teacher who resigns a position without the consent of the employing authorities forfeits her certificate for a certain length of time and some provision should be incorporated in the regulations of South Carolina to discourage this practice. The school authorities are supposed to comply with the agreement made with the individual teacher and each teacher should hold her

contract inviolate. Sometimes circumstances may warrant a resignation, but sufficient notice of the desire for release should be given the authorities.

The development of the school system in South Carolina, which has taken place within the last decade, demands a corps of well trained teachers and the accomplishments so far obtained have directed attention to a more progressive plan of certification. The State Board of Education in South Carolina would materially aid the development of a corps of well trained teachers if they would provide for a higher standard of professional attainment to be reached by 1925 or 1927. This provision would give all an opportunity to measure up to the requirements and no one would be denied an opportunity to prove himself proficient.

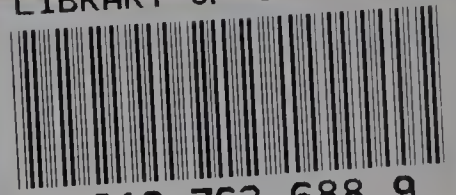
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